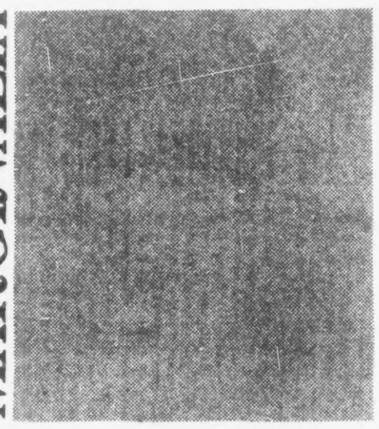
MARGINALIA



Front-page headline in *The Diamondback*, a newspaper at the University of Maryland at College Park:

CAMPUS TO BARE
BRUNT OF STATE CUT

Stop, stop! There'll be no baring of brunts around *here!*

■

The public-affairs office at Denison University has received two bills from the campus mailroom for "faculty stuffing."

■

From *Livingston Life*, a publication at Livingston University:

"Music by Bach and Zimmerman will be just some of the entertainment provided at the LU Choir Concert in Bibb Graves Auditorium on Tuesday at 7:30 p.m. . . .

" 'The choirs will perform a wide variety of literature from various stylistic periods,' said Dr. Keith Graumann, director of Choirs. . . .

"In the final portion of the program, the Concert Choir will present light music and will also perform Zimmerman's *Psalkonzert*.

" '*Psalkonzert* includes three concussions, an electric bass, marimba, and a baritone solo,' Graumann said."

Music by Bach and Zimmerman, and three fist-fights on the side?

■

Headline in the University of Vermont *Cynic:*

QUALITY OF EDUCATION
JEOPORDIZED AT UVM

It's all too clear.

■

Note in *bITs*, a newsletter at the University of Minnesota's Institute of Technology:

"The IT Board of Advisors . . . compromises 34 members representing alumni, the practicing professions, industry, other University of Minnesota campuses, and each of the state's higher education systems."

A far-flung scandal, if ever we heard of one.

■

Letter from the transfer coordinator at Brookdale Community College:

"Since you are an intricate component of my evaluation-course-update-process, I want to thank you for the positive responses to my request for an updated assessment of our General Education Courses. . . ."

We're really uncomplicated, once you get to know us.

■

A computer printout of the faculty-staff cafeteria menu at West Chester University listed, for Wednesday, February 28, "Turkey & swill on rye." The printout ended: "Thanks for reading and enjoy your lunch!!!"

It won't be easy. —C.G.

In Brief

FBI Seizes Stolen Books Worth Up to $30-Million

OTTUMWA, IOWA—Agents of the Federal Bureau of Investigation last week seized a cache of stolen rare books and manuscripts worth up to $30-million. Many of the items had been taken from university and museum libraries.

The collection included more than 9,000 items relating to the settlement of the Northwest, believed to have been stolen from the University of Oregon library in 1987. The collection, valued at $662,500, included the original charter for the City of Portland.

The items were found in the home of Steven Cary Blumberg, an antiques dealer here, who was arrested and charged with the Oregon theft.

Although the items were for the most part unmarked, a carton of labels and identification tags that may have come from the books indicated that they might have been taken from Harvard University, the University of Notre Dame, and the College of William and Mary.

Other items found in the house, and in a warehouse leased by Mr. Blumberg, included a Nuremberg Bible from 1480, an atlas from 1609, and an Italian songbook from the Eighth Century.

Police in Several States Investigating Book Thefts

NORFOLK, VA.—Campus police departments in several states are investigating what they suspect may be one or more rings responsible for a rash of textbook thefts.

Two of the latest targets were Old Dominion University and Christopher Newport College. Late last month, thieves broke into a total of about 20 faculty offices on the two campuses and made off with about 120 mathematics, business, and other new textbooks, according to campus police at the two institutions.

At least 27 universities in about 12 states have had similar breakins, said Lieut. Art Sheehan of the University of New Haven Police Department. He has been tracking the incidents since someone broke into six offices on the New Haven campus last May and stole between 60 and 200 books worth as much as $6,000.

Typically the thieves pose as book buyers and visit faculty offices asking if professors have books to sell. Later, they break into offices where they had spotted books of some value. The books that are stolen are usually review copies of new editions of textbooks. Lieutenant Sheehan said the stolen books are then sold to brokers.

What They're Reading on College Campuses

		Previous Survey
1.	**All I Really Need to Know I Learned In Kindergarten,** by Robert Fulghum	1
2.	**Codependent No More,** by Melody Beattie	—
3.	**50 Simple Things You Can Do to Save the Earth,** by the Earthworks Group	—
4.	**Star,** by Danielle Steel	—
5.	**Web of Dreams,** by V. C. Andrews	—
6.	**The Hunt for Red October,** by Tom Clancy	—
7.	**Megatrends 2000,** by John Naisbitt and Patricia Aburdene	—
8.	**Oh, the Places You'll Go,** by Dr. Seuss	—
9.	**A Prehistory of the Far Side,** by Gary Larson	—
10.	**Liar's Poker,** by Michael Lewis	—

The Chronicle's list of best-selling books was compiled from information supplied by stores serving the following campuses: American U., Baylor U., Bucknell U., Carleton College, Carnegie Mellon U., Case Western Reserve U., Central Michigan U., Dartmouth College, Denison U., Eastern Kentucky U., Idaho State U., Iowa State U., Kent State U., Lawrence U., Lehigh U., Mankato State U., Montana State U., New York U., North Dakota State U., Pennsylvania State U., Portland State U., Princeton U., San Francisco State U., Southern Methodist U., Stanford U., Tulane U., U. of California at San Diego, U. of Hawaii, U. of Illinois at Urbana-Champaign, U. of Iowa, U. of Maryland–Baltimore County, U. of Missouri at Columbia, U. of Nebraska at Lincoln, U. of New Orleans, U. of Notre Dame, U. of Pittsburgh, U. of Puget Sound, U. of Washington, U. of Wisconsin at Madison, and U. of Wisconsin at Milwaukee. Reports covered sales of hardcover and paperback trade books in February.

Study Finds Little Change in Female Sexual Activity

BOSTON—Despite warnings of sexually transmitted diseases such as herpes and AIDS, college women today are just as sexually active as their counterparts in the 1970's, according to a report published last week in *The New England Journal of Medicine*.

Researchers surveyed women who visited the health center at Brown University in 1975, 1986, and 1989, and found that those studied last year had the same number of sexual partners and participated in the same sexual practices as college women did in the 1970's.

The study did find that more women relied on condoms than in the past. Researchers found that the proportion of women whose partners used condoms had increased from 6 per cent in 1975 to 25 per cent in 1989.

Fire Damages Dormitory at Northern Colorado U.

GREELEY, COLO.—A late-night fire that gutted a room and blackened one floor of a dormitory at the University of Northern Colorado has forced half the 600 residents of the hall to move to temporary accommodations.

The local fire department estimated damage caused by the blaze at $200,000. One student was treated for smoke inhalation.

Students living in the five floors above the fire were housed in other residence halls and hotels during a cleanup. About 50 students who lived on the floor where the fire occurred have been assigned to new accommodations.

Student Seriously Injured When Team Van Crashes

ORLANDO, FLA.—A co-captain of the Central Connecticut State University men's tennis team remained in a coma last week following a crash here involving the team's van. Six other players riding in the van also were injured.

The team, which was scheduled to compete in a tournament here, was traveling from the airport when a car crossed the median and collided with the van. The driver of the car was charged with

Winter Can't Stop a Michigan University's Unusual Rite of Spring

SAULT SAINTE MARIE, MICH.

The temperature here on the first day of spring peaked at 30 degrees. Fifteen inches of snow lay on the ground. But in celebration of March 20—and in anticipation of warmer days—local citizens joined faculty members and students at Lake Superior State University to burn a papier-mâché snowman for the 20th year running.

Charles Cullum, an English professor, and several students read poetry to a crowd of 200 in front of the campus library. In addition, daffodils were handed out and toasts were made.

As the snowman burned (*right*), the university's president, H. E. Shar, played "Welcome Sweet Spring" on his cello. The only thing interfering with his song was the roar of the welcome fire.

—LYNN MUNDELL

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The Chronicle of Higher Education (ISSN 0009-5982) is published weekly except the last two weeks in August and the last two weeks in December, at 1255 Twenty-Third Street, N.W., Washington, D.C. 20037. Subscription rate: $37.50 per year. Second-class postage paid at Washington, D.C., and at additional mailing offices. Copyright © 1990 by The Chronicle of Higher Education, Inc. Printed in the United States of America. POSTMASTER: Send address changes to The Chronicle of Higher Education, P.O. Box 1955, Marion, Ohio 43305. Member, Audit Bureau of Circulations. The Chronicle reserves the right not to accept an advertiser's order. Only publication of an advertisement shall constitute final acceptance of the advertiser's order.

Give & Take

Journalism programs at historically black colleges and universities will receive free consulting services from the Accrediting Council on Education in Journalism and Mass Communications, thanks to the Gannett Foundation.

The foundation agreed to finance the service and to pay travel expenses for people in journalism departments at black colleges who want to observe accreditation teams at work on other campuses. The pledge was made this month at a three-day conference sponsored by the foundation on what should be done to help support and improve the quality of journalism programs at historically black institutions. Over the years, the foundation, one of the nation's largest, has provided some $50-million to journalism education.

Only three of the 90 accredited journalism and mass-communications programs in the country are at historically black institutions. Many of the deans and department heads from the 35 institutions represented at the conference said that they had not sought accreditation because they knew their programs lacked the money and personnel needed to obtain it.

Pam Johnson, publisher of the Ithaca *Journal*, said it was important to students that their institutions receive accreditation. "As an employer," she said, "I'm going to give an edge to students from accredited schools. This is not to say that students from non-accredited ones can't perform as well. But students from accredited schools have an edge."

■

A cooperative program between Bradley University and Illinois Central College, which allows substance abusers to complete their formal education, has received a $25,000 grant.

The program, "Learning to Live Again," identifies people who have the ability to earn either an associate or a four-year degree. Prospective students undergo testing by Bradley University's Center for Orientation, Testing, and Advisement and then are directed to either Illinois Central College, a two-year institution, or Bradley.

The grant, from an anonymous foundation, will provide one semester's worth of support for 12 students.

The program was the idea of George Armstrong, a substance-abuse counselor and assistant professor of communication at Bradley, who says he himself is a recovering alcoholic.

The University of South Florida at Sarasota received an anonymous gift last year for a similar program. That gift was from a recovering alcoholic who wanted to help students who have shown they are recovering substance abusers and are maintaining high academic standards.

Business & Philanthropy

Big Increase of Administrative and Professional Employees Prompts Growing Concerns About 'Bureaucratic Bloat'

Continued From Page A1

of all full-time college employees rose by 13.5 per cent, the data show.

The new layers of staff have been necessary, administrators say, partly because colleges must comply with a growing number of state and federal laws, ranging from rules on the disposal of hazardous waste to measures meant to assure equal access to higher education for all students.

While they applaud the regulations' intent, the officials say the need to hire people to interpret, report, and monitor compliance with the laws has inflated administrative ranks at a burdensome cost.

Attending to Students' Needs

Robert A. Scott, president of Ramapo College, notes that much of the growth at his institution in his five-year tenure has come in student services, particularly in attending to students' special needs.

Those services, he says, range from the installation and repair of special equipment used by disabled students to counseling for students who require academic help, particularly some minority students.

"It's tremendous that we are now able to make higher education accessible to so many new students," says Mr. Scott. "But in order to do it, we need to add special staff."

Competitive and financial pressures also have played a direct role in swelling university payrolls, administrators say. They say they must hire professionals to staff computer laboratories, to seek donations from alumni and others, and to handle complex communications and information systems. And they point to students and their parents who expect colleges to offer a broad menu of services, including such things as post-graduation job placement and counseling.

But at least one college president dismisses such arguments as "hollow" and asserts that administrators at many institutions are refusing to check widespread "bureaucratic bloat."

"Everybody wants to blame somebody else for their inability to control their own appetites," says Robert V. Iosue, president of York College of Pennsylvania.

"Until administrators are able to control their own growth, they cannot expect faculty to be more productive," he adds.

A few preliminary signs indicate that the trend may be tapering off. Several college officials are mounting an effort to rein in widespread administrative growth. They are looking for ways to trim university bureaucracies, a tedious process that means studying the day-to-day functions of offices and the people who staff them.

Some early efforts, such as those now under way at Drexel and Stanford Universities and Dartmouth College, may even be starting to quiet some of higher education's harshest critics. The critics hail the attempts as a signal that bureaucratic bloat at universities may be reaching an end.

Other Categories Grow, Too

An analysis of information filed by about 3,000 institutions with the E.E.O.C. found that the trend toward bigger staffs had pervaded all kinds of institutions.

Between 1975 and 1985, the number of "other professionals"—defined by the federal government as college employees whose jobs require degrees but do not involve teaching or research as a primary responsibility—rose by 61.1 per cent, from 166,487 to 268,225.

© 1990 EUGENE MOPSIK, FOR THE CHRONICLE

Richard D. Breslin: Announced that Drexel U. would consolidate two of its seven colleges. "We've got to plan for our own future, or it will happen to us."

DOUGLAS GORALSKI

Chester E. Finn: "It's like going on a diet. They'll try and lose some but won't be able to keep it off very long. And in the end, you never lose as much as you gained."

DOUGLAS GORALSKI

Richard F. Rosser: "Believe me, if anything, our private colleges and universities are understaffed. People are working long hours and for little pay."

The job category, according to the E.E.O.C.'s definition, includes those who are employed "for the primary purpose of performing academic support, student service, and institutional support activities." Such employees include librarians, accountants, counselors, systems analysts, athletic coaches, lawyers, and pharmacists, among others, according to the written description that the E.E.O.C. provides to colleges.

Other members of the work force—including presidents, deans, secretaries, technical and maintenance workers—are reported under separate categories, all but one of which have also grown in recent years.

Widespread at Big Universities

The number of faculty members employed at the nation's colleges increased by 5.9 per cent from 1975 to 1985. While comparatively speaking their rate of growth was slow, the number of full-time faculty members at colleges remained the largest of any job category in 1985, with 473,537 professors.

Over the same period, student enrollment grew by about 9.5 per cent, according to the U.S. Department of Education.

Since the data obtained by *The Chronicle* were general and did not name institutions or specific departments or offices, it was not possible to pinpoint where the growth occurred at each university. Nor was it possible to make realistic comparisons between universities, since each institution has wide latitude in how it classifies employees in each category.

But an analysis of specific data provided by several public and private universities with some of the largest operating budgets showed that the growth of academic-support staffs was especially widespread at large research universities.

The Chronicle asked affirmative-action officers at 10 universities with the largest operating budgets to provide data from their E.E.O.C. reports. Eight submitted the data, while two—the University of Chicago and New York University—declined, saying that the information could be misleading.

102% Increase at Penn

Seven of the eight institutions reported significant increases in the number of academic-support employees. They were the University of California at Los Angeles, the University of Michigan at Ann Arbor, the University of Minnesota's Twin Cities campus, Stanford University, the University of Pennsylvania, the Ohio State University, and the University of Wisconsin at Madison. Only one—the Massachusetts Institute of Technology—did not show a comparable increase. U.S. Department of Education figures show the eight institutions' operating budgets to be among the largest in the country.

At the University of Pennsylvania, for example, the greatest growth by a wide margin occurred among non-teaching professionals, whose ranks grew by 102 per

cent between 1979 and 1989. Penn's faculty grew by 5.9 per cent during the decade, while the university's staff of executives, administrators, and managers declined by 3.1 per cent, according to data provided by JoAnn Mitchell, Penn's affirmative-action director.

At the Ohio State University—one of the largest public institutions based on the size of its operating budget—the academic-support staff increased by 139 per cent between 1979 and 1989. Faculty ranks grew by 29.2 per cent in that period, while the number of executive, administrative, and managerial employees grew by 71.2 per cent, according to the university's affirmative-action office.

Although M.I.T. did not report an increase in the "other professionals" category, it did show a large increase in its executive, administrative, and managerial staff. That category, which includes the university's highest academic officers and its program directors, grew by 37 per cent from 1981 to 1989. The number of M.I.T. faculty members increased by 7.6 per cent in the same period, according to data provided by Clarence Williams, assistant equal-opportunity officer at the university.

A random check of smaller universities showed a similar pattern. At James Madison University, for example, "other professionals" rose by 93.2 per cent from 1979 to 1989, from 59 to 114. In contrast, the number of full-time faculty members rose by 7.9 per cent, according to the universi-

"Everybody wants to blame somebody else for their appetites. Until administrators are able to control their own growth, they cannot expect faculty to be more productive."

ty's figures. One university official attributed the dramatic growth in non-teaching professionals mainly to the growth of computing activities.

The growth trend has affected private liberal-arts colleges, too. At Dartmouth, for example, the number of academic-support employees grew by 169 per cent, from 122 in 1981 to 329 in 1989, according to data provided by Barbara McHugh, manager of wage and salary in the college's personnel office. Dartmouth's total number of employees grew by 2.8 per cent from 1981 to 1989.

Growth Blamed on New Laws

Most college and university officials blame the administrative growth at least partly on federal laws and regulations enacted in the past 20 years. They say those laws have forced them to hire more auditors, more number-crunchers, more coaches, more staff members to take care of the needs of handicapped and other students. The laws range from the Equal Employment Opportunity Act of 1972 to Title IX regulations governing equal access to collegiate sports for women.

Ms. Rasmussen's job at the University of Michigan, like similar positions at other universities, was created after the 1972 Equal Empioyment Opportunity Act, which required all institutions of 15 or more employees to keep and submit de-

Continued on Following Page

ADMINISTRATORS UP, PROFESSORS DOWN

At UCLA, 41 Employees Oversee Compliance With Hundreds of Health and Safety Laws

You might think Bradford C. Manning was one heck of an industrial hygienist, since the University of California at Los Angeles now employs three people for the job he was hired to do in 1980.

But Mr. Manning says the reason for the growth in staff has nothing to do with his professional competence. Rather, he says, significant increases in legislation on environmental and health issues have forced the university to increase its staff. "Within the last 10 years, the growth has really taken off," he says.

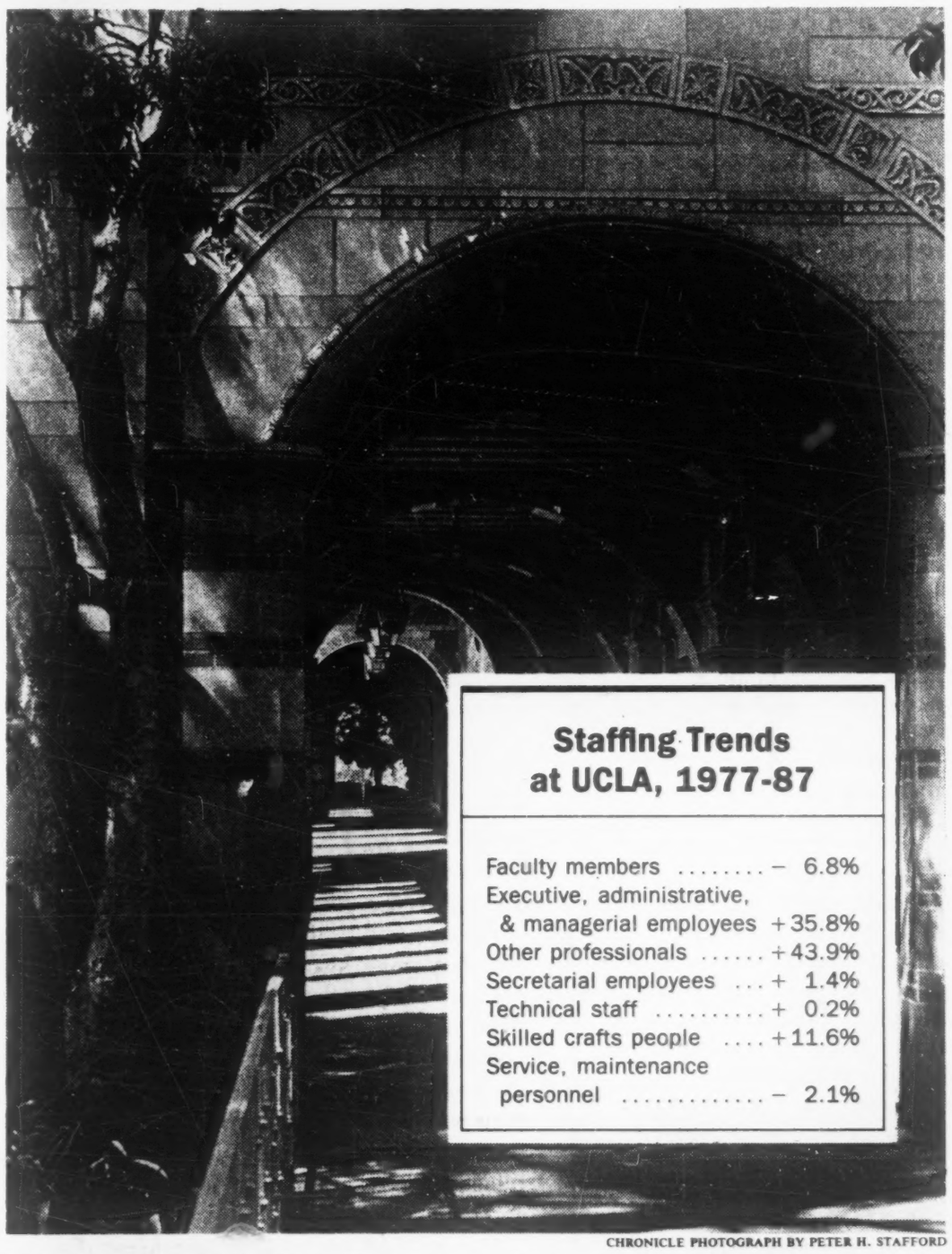
Now U.C.L.A.'s director of environmental health and safety, Mr. Manning supervises 41 full-time employees who oversee the university's compliance with hundreds of health and safety laws governing everything from asbestos removal to hazardous-waste disposal. That's a 24-per-cent rise since 1987, when the division had 33 full-time employees.

Most of the growth is as a result of laws passed by the state Legislature, Mr. Manning says. California has been a leader in environmental issues, he adds, and was one of the first states to adopt tough vehicle emission standards in the 1970's.

A Plethora of Regulations

Until recently, most federal and state regulations were aimed at industry. That's changing, Mr. Manning says, as a plethora of regulations emanating from the National Institutes of Health, state and federal occupational safety and health offices, and other agencies now apply to universities, too.

A key part of the recent growth has occurred in the field of biological safety, stemming mostly from new N.I.H. guidelines, Mr. Manning says. "We now have a full-time biological-safety officer whose main responsibility is to insure that faculty and staff who are working with infectious agents—viruses, bacteria, fungi, and protozoa—are not being exposed to these agents as a result of their research," he says. One person was hired in 1981 to be the biological- and chemical-safety officer, but the university recently split that job into two full-time positions.



Staffing Trends at UCLA, 1977-87

Faculty members	– 6.8%
Executive, administrative, & managerial employees	+35.8%
Other professionals	+43.9%
Secretarial employees	+ 1.4%
Technical staff	+ 0.2%
Skilled crafts people	+11.6%
Service, maintenance personnel	– 2.1%

CHRONICLE PHOTOGRAPH BY PETER H. STAFFORD

Other areas of growth include positions to supervise hazardous-waste disposal. To comply with state requirements, which rank among the most stringent in the country, the university has three full-time employees to make sure a hazardous-waste disposal program is set up for each department.

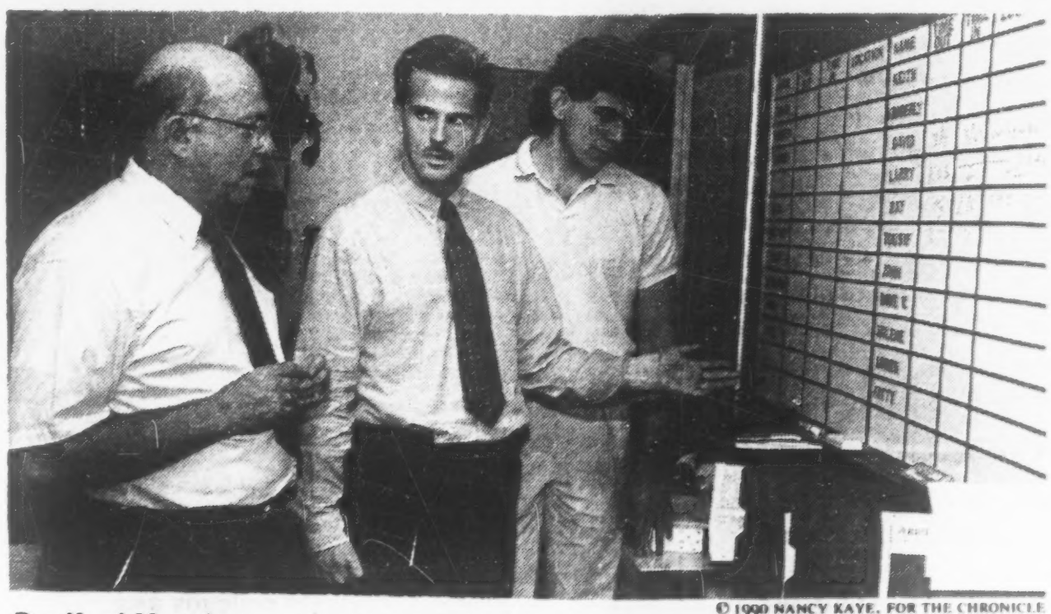
Mr. Manning expects to hire new people soon to oversee the university's compliance with forthcoming air-pollution regulations. For example, he expects new restrictions to govern emissions from the university's boilers, incinerators, and fume hoods in the chemistry laboratories.

Mr. Manning's office isn't the only one growing on campus. U.C.L.A. officials say the offices of financial aid, contract and grant accounting, and athletics are growing, too.

According to E.E.O.C. data provided by the university, the number of professional academic-support-staff members employed at U.C.L.A. rose from 3,093 in 1977 to 4,453 in 1987, an increase of 43.9 per cent. In addition, the executive staff—including deans, program directors, and vice-presidents—grew by 35.8 per cent in that time, from 385 to 523. In contrast, the number of faculty members fell by 6.8 per cent, dropping to 2,871 in 1987 from 3,081 in 1977. Many universities across the country cite similar figures on their campuses.

One of Mr. Manning's toughest tasks, he says, has proved to be the effort to keep up with state legislators who bombard the state with a flurry of bills every time there's news of an oil spill or a pesticide scare.

"For a while there," he says, "the bills were coming so fast that just keeping up with the changes was getting to be difficult." —KAREN GRASSMUCK



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Bradford Manning, center, U.C.L.A.'s director of environmental health and safety: "Within the last 10 years, the growth has really taken off."

PHILANTHROPY NOTES

- **Rice U., Baylor Medical: $5-million grant**
- **Hispanic colleges: $471,000 for program**
- **Merck Fund: science-collaboration grants**

The W. M. Keck Foundation has awarded a $5-million grant to the Baylor College of Medicine and Rice University to establish a center for biological research.

The center, to be named in memory of William Myron Keck, the late owner of the Superior Oil Company, will allow biologists, biomedical researchers, and computer scientists from both institutions to develop innovative computer models of cells and biological functions.

The Keck Foundation was established in 1954 by Mr. Keck, who died in 1964. His company was sold in 1984 to the Mobil Oil Corporation. The foundation, now under the direction of the founder's son, Howard B. Keck, contributes to educational, scientific, engineering, and medical research endeavors.

■

The Sears-Roebuck Foundation has given the Hispanic Association of Colleges and Universities a $471,000 grant to establish a national program to help more Hispanics graduate from high school.

The three-year grant will establish National Hispanic Student Success Programs this year in Miami and the Santa Fe–Albuquerque area of New Mexico, and in 1991 in Los Angeles and the Bronx, N.Y. Representatives of colleges, public schools, businesses, and local communities will work together to develop activities that best meet the needs of Hispanics enrolled in each school. According to the Hispanic Association of Colleges and Universities, only 70 Hispanics out of every 1,000 who enter U.S. public schools are graduated from college.

Activities that may be developed include after-school tutoring sessions, summer enrichment programs, leadership-development programs, financial-aid forums, and trips to college campuses. The programs will seek to build partnerships among students, parents, and educators.

The institutions that will coordinate programs in the four areas are California State, Florida International, and New Mexico Highlands Universities; East Los Angeles and Herbert H. Lehman Colleges; and Hostos, Miami-Dade, Northern New Mexico, and Santa Fe Community Colleges.

All of the institutions are members of HACU, which represents 113 institutions at which at least 25 per cent of the enrollment is Hispanic.

■

The Merck Company Foundation will award up to a total of $180,000 in competitive grants to support collaborative projects between college-undergraduate and public-school science programs.

Approximately six colleges will each receive up to $30,000, which the institution must match with other donations to expand existing programs that improve science education in elementary or secondary schools. The programs must also encourage students, particularly women and members of minority groups, to consider careers in the physical or natural sciences.

Invitations to compete for a grant have been sent to more than 400 independent, four-year liberal-arts institutions in Puerto Rico and the 16 states in which most Merck employees reside. From those entries, the foundation will ask 15 to 20 institutions to prepare proposals to explain how they would expand their current programs. Winners will be announced in the spring of 1991.

Merck and Company is a pharmaceutical concern based in Rahway, N.J. The Merck Company Foundation, a charitable-giving arm, has awarded more than $70-million since it was created in 1957. The latest competition builds on a similar awards program for undergraduate science that the foundation sponsored last year.

The grants will be administered by the Consortium for the Advancement of Private Higher Education, which raises money for liberal-arts institutions. More information on the program is available from the Merck Centennial Awards, c/o CAPHE, 1606 New Hampshire Avenue, N.W., Washington 20009.

Briefly Noted

■ Winston-Salem State University will receive $2.5-million from the Sara Lee Corporation, bringing to $6.5-million the total amount pledged in the university's month-old $25-million capital campaign. The campaign seeks private donations and is part of a larger effort to raise $55-million to improve academic programs and campus facilities. The additional $30-million will come from issuing bonds and from state allocations.

—JULIE L. NICKLIN

Academe's Support Staff Grew by 100,000 in 10 Years

Continued From Preceding Page

tailed records of employees by sex, minority status, and job and salary level.

Some higher-education officials say that many universities are making do with smaller staffs than they need.

"Believe me: If anything, our private colleges and universities are understaffed," says Richard F. Rosser, president of the National Association of Independent Colleges and Universities. "People are working very long hours and for very little pay."

A Few Start to Curb Growth

A few universities have decided to cut back the growth. Stanford University announced a plan last month to trim $22-million from its budget over the next 18 months. Figuring prominently in Stanford's goals are reductions in non-academic staffing and simplification of its administrative structure.

Dartmouth has also adopted a series of cost-cutting moves, including the elimination of 52 administrative and staff positions. Officials at the college cited a 17-per-cent rise in such positions over the past eight years—more than double the growth for faculty members, they said.

Other universities currently examining non-teaching staff reductions include Drexel, where a panel of trustees, administrators, and faculty members is to identify areas of the budget that might be cut back, eliminated, or strengthened. President Richard D. Breslin also recently announced a plan to consolidate two of the university's seven colleges and eliminate two top-level administrative positions.

"We've got to plan for our own future, or it will happen to us," Mr. Breslin says, adding that fiscal concerns are driving the reductions.

Financial worries are behind most of the administrators' actions. Public resistance to rising tuition rates is forcing the institutions to look for ways to keep their costs down.

Administrative bloat also can be blamed on internal management problems that are common among universities, says Robert M. Zemsky, director of the Institute for Research on Higher Education at the University of Pennsylvania. "Every time you have a new problem you hire new people" to solve it or prevent its recurrence, Mr. Zemsky says. The problem, not unique to universities, is "plaguing American society," he adds.

Mr. Zemsky has given seminars and lectures to groups of college administrators and state education officials on how university operations can be streamlined.

Some critics are skeptical of the colleges' efforts.

Chester E. Finn, a conservative critic of higher education and a U.S. Assistant Secretary of Education for educational research and improvement in the Reagan Administration, says that many college administrators may lack the ability to make the tough layoff decisions required by efforts to trim staffs. Some college officials agree that the changes will be difficult to make.

Mr. Finn says that if colleges follow the "last hired, first fired" principle, they will find they are "going to be firing mostly women and minorities."

"It's like going on a diet," says Mr. Finn, a professor of education and public policy at Vanderbilt University. "They'll try and lose some of it, but they won't be able to keep it off very long. And in the end, you never lose as much as you gained."

Still, even Mr. Finn allows that it's good that they are trying to pare their administrative staffs. "Thank God they at least acknowledge the problem," he says. ■

Private Grants and Gifts

W. M. KECK FOUNDATION
555 South Flower Street
Los Angeles 90071

Biology. For a joint program in computational biology: $5-million to Baylor U. and Rice U.
—For fellowships in biology: $1.25-million to Massachusetts Institute of Technology.
Chemistry. For an advanced organic chemistry laboratory: $150,000 to Alma College.
—For a spectrometer for the chemistry department: $145,000 to Ithaca College.
—For equipment for the chemistry department: $90,000 to Southwestern U. (Tex.).
Computers. For a computer laboratory: $200,000 to Goucher College.
Curriculum. For an undergraduate program in law, jurisprudence, and social thought: $350,000 to Amherst College.
Engineering. For equipment for the ceramics and materials-science engineering programs: $250,000 to Alfred U.
—For equipment for the department of petroleum engineering: $650,000 to U. of Texas at Austin.
Facilities. For renovation of the chemistry building: $600,000 to Occidental College.
Manufacturing. For equipment for the Manufacturing Research Center: $350,000 to Georgia Institute of Technology.
Physics. For equipment for the physics department: $150,000 to Denison U. and $200,000 to Fairfield U.
Research. For equipment for biophysical research on macromolecular assemblies: $600,000 to Johns Hopkins U.
—For a laboratory for fluid-dynamics research in the department of mathematics: $165,000 to Pennsylvania State U.
—For an ion microprobe for research in isotope chemistry: $1-million to U. of California at Los Angeles.
Science. For an optical spectroscopy laboratory: $250,000 to Kalamazoo College.
—For equipment for the biology and chemistry departments: $150,000 to Knox College.
—For an environmental isotope laboratory: $250,000 to Michigan State U.
—For equipment for the division of natural sciences: $300,000 to Santa Clara U.
—For equipment for the departments of biology and geology: $195,000 to Texas Christian U.
—For equipment for the department of physics and astronomy: $300,000 to Tufts U.
—For an astronomy consortium of eight undergraduate colleges: $750,000 to Wellesley College.
—For science equipment: $150,000 to Wesleyan U.
Student aid. For scholarships: $350,000 to Mount St. Mary's College.
Support. For an endowed fund for improving educational programs: $200,000 to Linfield College.

W. K. KELLOGG FOUNDATION
400 North Avenue
Battle Creek, Mich. 49017-3398

Agriculture. To improve agriculture instruction in secondary schools: $50,000 to Michigan State U.
Health. For regional education programs in health administration: $74,552 to Javeriana U. (Colombia).
—To develop a program of computer-generated individualized-care information for elderly patients, their families, and health-care providers: $369,521 to Carnegie Mellon U.
Public policy. To evaluate Kellogg-assisted public-policy-education projects concerning wholesome-food-supply issues: $242,462 to Cornell U.
—For rural training programs in agriculture: $900,940 to U. of Natal (South Africa).
Rural areas. For leadership-development programs in small rural communities: $826,764 to State U. of New York at Binghamton and $866,714 to U. of Maine at Orono.
Telecommunications. For a statewide telecommunications network: $500,000 to Michigan Community College Association.

FLETCHER JONES FOUNDATION
One Wilshire Building
624 South Grand Avenue
Los Angeles 90017

Humanities. For postdoctoral fellowships in the humanities: $250,000 to California Institute of Technology.

RALPH M. PARSONS FOUNDATION
1055 Wilshire Boulevard
Los Angeles 90017

Chemistry. For fellowships in the division of chemistry and chemical engineering: $1-million to California Institute of Technology.

WILLIAM PENN FOUNDATION
1630 Locust Street, Philadelphia 19103

Community colleges. For programs to increase transfer opportunities for community-college students: $281,280 to Beaver College.

PRINCIPAL FOUNDATION
711 High Street
Des Moines 50309

Support. For the capital campaign: $2-million to Drake U.

ROCKEFELLER FOUNDATION
1133 Avenue of the Americas
New York 10036

Students. For a summer academy for at-risk students: $290,000 to U. of New Mexico.

ALFRED P. SLOAN FOUNDATION
630 Fifth Avenue
New York 10111

Business. For a project, "Pricing Over the Business Cycle: an Interview Study": $308,561 (principal investigator: Alan Blinder).
Government. For a Congress-university colloquium: $115,915 to Association of American Universities.
Immigration. For research on immigration: $54,957 to Brown U., $104,535 to National Opinion Research Center, $65,152 to U. of California at Berkeley, $73,000 to U. of California at Santa Barbara, and $66,000 to Urban Institute.
International issues. For a program, "The Interdependence of Nations: Technology and Economics in Global Relations": $600,000 over three years to National Academy of Engineering.
Liberal arts. For programs of faculty and curricular development: $170,000 to Brandeis U. and $75,000 to Savannah State College.
Science. For the project on integrity and responsible conduct of science: $61,482 to American Association for the Advancement of Science.
—For seminars on mathematical sciences and molecular biology: $50,000 to U. of Southern California.
—For cross-disciplinary studies in population sciences: $85,815 to U. of California at Berkeley and $135,331 to U. of California at Davis.
—For fellowships in molecular studies of evolution: $80,500 each to Indiana U., Johns Hopkins U., U. of California at Berkeley, and Washington U. (Mo.).
—For programs to encourage students to study science and mathematics: $175,000 to U. of California at Berkeley.
—For a book on molecular evolution: $147,000 to Wayne State U. (project director: Roger Lewin).
Technology. For completion of books on various topics in technology: $75,000 to Princeton U.

SOUTHWESTERN BELL FOUNDATION
One Bell Center, St. Louis 63101

Computers. For collaborative efforts between the computer-science and mathematics departments: $600,000 to Washington U. (Mo.).

Gifts & Bequests

Birmingham Southern College. For programs of faculty development: $500,000 from Katherine R. Ireland.
Bowling Green State University. For a professorship in the college of business administration: $1-million from the estate of James Good.
Brainerd Technical College. For scholarships: $512,959 from the estate of Ione Johnson.
California State University–Dominguez Hills. For an accelerated math-science high school, the California Academy of Mathematics and Science: $250,000 from Hughes Aircraft Company.
Chapman College. For support of programs: $3.1-million from the estate of Harriet Sue Salmon.
Clemson University. For the capital campaign: $1-million from an anonymous donor.
Davis & Elkins College. For the library project: $1-million from an anonymous trustee.
Lafayette College. For a new residence hall: $1-million from Lawrence J. Ramer.
League for Innovation in the Community College. To develop educational software for underprepared students: computer equipment valued at $1.3-million from International Business Machines Corporation.
St. Bonaventure University. For the capital campaign: $1.5-million and $500,000 from two anonymous donors.
Salisbury State University. For scholarships: $1-million from Alan and Patti Guerrieri.
Skidmore College. For the endowment: $1-million from the estate of Ella Van Dyke Tuthill.
Texas Christian University. For unrestricted purposes: $624,031 from the estate of Ann Day Jarvis McDermott.
University of California at Davis. For graduate fellowships in medical research: $2.2-million from the estates of Floyd J. and Mary E. Schwall.
University of Georgia. For the school of music: $100,000 from the estate of William Moore Wardlaw.
University of Kansas. For the capital campaign: $1-million from the family of Dolph Simons.
University of Southern Mississippi. For a fitness complex and for other purposes: $4-million from Jim and Larry Payne.
Waldorf College. For the capital campaign: $1.2-million from John K. and Luise Hanson and $200,000 from a group of alumni.
Western Michigan University. For student programs: $1-million from Merze Tate.

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THE CHRONICLE of Higher Education.

ISSN 0009-5982

April 11, 1990 • $2
Volume XXXVI, Number 30

News Summary

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A year after two chemists said they had sustained nuclear fusion in a simple lab experiment, debate continues over their claim's validity: Page A6.

To help them succeed, an engineering professor is teaching his students how to fail: Page A15.

Journalists in many states say colleges are keeping the public from learning about crime on campuses by using a 1974 law designed to protect the privacy of students: Page A22.

Reversing herself, the chief of the National Endowment for the Humanities opposed limits on the works the N.E.H. can support: Page A22.

A key Congressman vowed to end the Administration's ban on experiments using fetal tissue: Page A23.

The University of Vermont has set out to improve its image and pacify its many critics: Page A23.

Foundations and other grant makers are grappling with ways to diversify their programs and their own leadership: Page A31.

More colleges are offering academic credit to older students for their experiences on the job or at home: Page A35.

Euphoria at the U. of Nevada at Las Vegas over its basketball title may be short-lived: Page A47.

Taiwan's university students appear to have become a political force to be reckoned with: Page A49.

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1988 Enrollments of All Racial Groups Hit Record Levels

U.S. reports minority students made up 18.4% of 13 million total

By JEAN EVANGELAUF
WASHINGTON

College enrollments of all racial and ethnic groups reached record levels in 1988, and the proportion of college students who are members of minority groups climbed to a high of 18.4 per cent, according to a draft of a report prepared by the U.S. Department of Education.

The report says that in the fall of 1988, the latest year for which figures are available, total enrollment topped 13 million for the first time ever, and minority enrollment neared 2.4 million. (A compilation of enrollments by race at more than 3,100 colleges and universities begins on Page A38.)

Observers who follow enrollment trends called the gains in minority attendance encouraging, but they noted that the college-going rate of black and Hispanic high-school graduates had continued to trail that of whites.

By racial and ethnic group, the 1988 enrollments and enrollment gains from 1986 to 1988 were as follows:

- The number of white, non-Hispanic

Continued on Page A37

1988 College Enrollment and 2-Year Gains

	1988 college enrollment	2-year gains
White	10,283,000	3.6%
Black	1,130,000	4.4
Hispanic	680,000	10.0
Asian	497,000	10.9
American Indian	93,000	3.3
Foreign	361,000	4.6
Total	**13,043,000**	**4.3%**

SOURCE: U.S. DEPARTMENT OF EDUCATION

VIEWING THE UNIVERSE WITH GREATER CLARITY

DANA BERRY, SPACE TELESCOPE SCIENCE INSTITUTE

The Hubble Space Telescope, scheduled for launch this week, will allow scientists to create images such as this color simulation of an exploding star. Story on Page A6.

Delay in Processing Aid Applications Alarms Thousands of Students Waiting for Offers

By THOMAS J. DeLOUGHRY

The busy spring season for admissions officers and student-aid administrators has been disrupted on many campuses this year by a delay in processing aid applications.

Thousands of prospective college students can expect to receive acceptance letters this week without the offers of student aid that usually accompany them. College and university officials blame the problem on a backlog of applications at the College Board's College Scholarship Service, the nation's largest processor of student-aid forms.

The company is one of five government contractors responsible for processing aid applications submitted by students. It calculates students' eligibility for various aid programs and sends the results to the appropriate colleges. Aid administrators, in turn, notify students of the aid they would receive if they enrolled.

Increased Competition

This year's problems come at a time when the College Board is facing increased competition from the other government contractors.

C.S.S. officials acknowledged the delay and blamed it on an equipment problem and a late start because of changes in the system that were required by the Education Department. Company officials said that in early March, they were processing forms at only 44 per cent of the previous year's rate—a statistic that had improved to 90 per cent by last week.

The delay has caused confusion and

Continued on Page A24

Chiefs of Sports Conferences Propose Sweeping Reforms

The commissioners of major athletics conferences are proposing wide-ranging tightening of rules in a new push to reform college sports: A47.

Higher-Education Conferees Applaud Carnegie Plan to Broaden the Definition of Faculty Scholarship

By CAROLYN J. MOONEY
SAN FRANCISCO

Acknowledging that it is a myth that all professors are researchers, higher-education officials meeting here last week embraced a proposal for a broader definition of scholarship that would recognize and reward teaching, service, textbook writing, and other faculty activities.

A fresh concept of scholarship is the chief recommendation of a report to be released later this spring by the Carnegie Foundation for the Advancement of Teaching.

Ernest L. Boyer, president of the foundation, discussed a draft of the report, to be called "The New American Scholar," in a speech to the annual meeting of the American Association for Higher Education.

Many conferees conceded that efforts to broaden the definition of scholarship would be met with stiff resistance—from research universities, from smaller universities seeking to become more prestigious, from academic disciplines, from state legislators, and from scholars themselves. One conferee, Deane G. Bornheimer, a professor of higher education at New York University, observed: "Any junior scholar who comes in and pays attention to teaching at the expense of research and publishing ain't going to get tenure."

Nonetheless, conferees said they hoped the Carnegie report would help legitimize a

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